

Y-12 receives 'good' award fee rating from DOE

BWXT Y-12, L.L.C., which took over management of the Y-12 National Security Complex in November 2000, received "good" performance ratings in all areas from the Department of Energy in its first performance assessment. Good is the second highest rating - below "outstanding" and above "satisfactory."

According to the evaluation report, BWXT Y-12 was paid \$16,135,572 out of a total available fee pool of \$20,166,667.

The evaluation period was for Nov. 1, 2000, through Sept. 30, 2001, the end of the federal fiscal year. BWXT Y-12 took over the management contract from Lockheed Martin Energy Systems.

The company also received a fee bonus for "significant accomplishments" under trying conditions.

"These accomplishments include the initiation of an operating cultural change at Y-12 whereby safety and security are the first priority in all facets of operations," Bill Brumley, manager of the Y-12 Area Office of the National Nuclear Security Administration, wrote in a December 18 letter to BWXT Y-12.

"Additionally, the completion of a comprehensive site planning initiative is a notable accomplishment and established baseline for the future vision of Y-12.

"Stable plant operations also were maintained throughout the rating period.

"BWXT Y-12 also successfully initiated a project management system, which was most needed, for the planning and estimating of all work components in Y-12.

"The physical appearance and condition of the Y-12 site is much improved because of initiatives taken by BWXT Y-12.

"BWXT Y-12's efforts to begin the reduction of plant infrastructure were significant, especially considering the time available to the new contractor to undertake these actions,"

The "most notable deficiency," Brumley said, was BWXT Y-12's failure to conduct weapons disassembly work at the plant. Although work has been done to correct the problems, "significant impacts occurred that delayed weapons dismantlement and the restart of other important work," Brumley said.

As for the FY 2002 period, Brumley wrote that his expectations included the continued enhancement and improvement of conduct of operations, integrated safety management systems, restart of enriched uranium operations, facilities and infrastructure reduction, and the physical appearance of the site. He also wrote, "The cultural change established for safety and security must be nurtured, expanded, applied and permanently instilled at all levels of daily plant operations. BWXT Y-

12 also should expect to encounter heightened security requirements in FY 2002 beyond those experienced in FY 2001." Brumley emphasized building on the project management techniques developed in FY 2001, and he called for attention to technical development and the replenishment of critical skills.

Company officials said they are pleased with BWXT Y-12's performance during the first 11 months of the contract, which garnered the company the rating of "good" in all of the award fee performance rating categories and a positive management adjustment of more than \$1 million for overall performance as a result of significant accomplishments. The rating is the highest fee-earning percentage at Y-12 since the movement to multiple contractors on the Oak Ridge Reservation. While this was a very gratifying result for the work performed to date, the company is committed to continually improving its level of performance.

Officials also said that the company recognizes that there are weaknesses in some specific, non-safety related areas in which the company was not able to accomplish everything it had anticipated, and is moving swiftly to both improve performance in these areas and to set higher standards of performance in the future.

January 10, 2002

**Snowflakes
at dawn?**



**Better call the
Employee Information
Line to find out what's
going on. . .**



241-1212

How does he do it?

Most people would be straining to pull this load up a flight of stairs, but Derick Ollis of Maintenance makes it look easy. How does he do it? Check out the Safety Spotlight on page 6 to find out.



Computer-generated stencils improve part-marking process

A new computer-based stencil system for marking weapon-production parts is eliminating part-marking errors in the Material Control Organization (MCO).



Steve Buffalo, center, with C. J. Posey, left, and J. E. Shaw try out the automated stenciling machine used for part marking. Since the switch from manually processed stencils to computer-generated ones, rejections of labels because of accuracy and legibility have stopped. The process has been so successful that a machine has been set up in another part-marking area, and a third area soon will be using the process.

The electro-chem etch process has been used at Y-12 for many years to mark weapon-production parts. All stencils are

cut using an engraving machine that is more than 10 years old. In the marking process, each character is subject to being rejected if not exactly correct or legible, and many times there have been errors in the markings. These errors have led to rejections by Dimensional Inspection, as well as Quality Assurance Defect Reports (QADR's) by the Department of Energy. Efforts to reduce errors have met with little or no success because of the nature of the manual process.

In an effort to correct the problems, Steve Buffalo, MCO department manager, led a part-marking quality improvement initiative in September 2000. He previously had looked for a system that could generate the stencils by computer, but had not been successful. This time, by working with the manufacturer of engraving equipment, he discovered a new type of stencil material that could be generated by using a computer and a dot-matrix printer.

The new process was implemented in February, 2001 in the 9201-5N MCO area, which is a high-volume area for part markings. With the help and approval of Bob Gouldy, MCO department manager, the system later was implemented in the 9215 MCO area in August; and with help from Mike Waldrop and Larry Greene, the system was implemented in the Assembly Organization in

November.

Since the system has been implemented in each area, there have been no part-marking errors as a result of incorrect characters or legibility. There are plans to implement the computer-generated stencil system into the one remaining area of Y-12 that marks production parts using the chem-etch process.

Before purchasing the system, Buffalo checked the quality of the new stencil against the existing ones. He asked the vendor to send a sample of the new stencil material and a stencil sample generated by their computer/printer. With the help of MCO personnel J.E. Shaw, W.G. Arnwine, C.S. Murr, P.A. Kelly, J.L. Bell and C.J. Posey, the two stencil materials were tested. They found the new stencil material to be of much better quality.

After acquiring the new system, Steve began working with programmer Bob Sudderth, system specialist Alan Van Hull and manufacturing planner Stacy Grant to determine if there was a way of pulling in the required data from three different sources to create the stencils. The data includes individual part serial number, marking specification and/or Work Request and the current calendar date. The data formerly was combined and typed manually on stencil material

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Meet one of Manufacturing's new deputy directors

Fred Crawford has come to Y-12 as a deputy director in Dick Carlson's Manufacturing Organization.



Crawford

Crawford comes to Y-12 from BWXT Services Inc., where he was most recently manager of operations assessment. In this position he managed an MSA at the Rocky Flats Plant and a major assessment of nuclear facilities at Los Alamos.

Crawford's 34 years of professional experience include six years in leadership positions at DOE nuclear

facilities and a career with the United States Navy in command of operations, training and technology development for nuclear submarines.

He also had extensive experience in operations, maintenance, operational readiness, corrective action preparation and implementation, ISMS implementation, conduct of operations and appropriate authorization basis for nuclear facilities.

For three years, he was senior director of the plutonium finishing plant for BWXT Hanford Company. Prior to that assignment, Crawford served as senior director of operations integration for BWXT Hanford.

He also has worked as manager of the Strategic Systems Support Program at Lawrence Livermore National Laboratory.

During a 28-year career with the Navy, Crawford commanded the nuclear-powered submarine USS Hawkbill, was the commanding officer of the submarine training facility in San Diego, was commander of Undersea Surveillance at Pearl Harbor and was head of the Undersea Surveillance Branch for the Chief of Naval Operations.

As a deputy director of Manufacturing, Crawford will have responsibility for the strategic direction and management of our depleted uranium, special materials and assembly operations.

Employee involvement key to grant decisions

Y-12 employees who actively participate in nonprofit organizations may be instrumental in helping those organizations obtain corporate grants from BWXT Y-12 in 2002.

Following a revision of the corporate contributions guidelines for CY2002, nonprofit organizations in which employees actively participate and volunteer will receive special consideration for grants from the company.

BWXT Y-12 will continue to support education and health and human services, cultural, and civic groups as it did in 2001, when grants of more than \$180,000 were provided to schools and community organizations in East Tennessee. This year, the employee committees that review funding requests will be particularly interested in employee involvement.

“The underlying health and vibrancy of a community is in large part driven by its volunteers,” said David Bradshaw of the Oak Ridge Center for Manufacturing and Materials Science, one of a dozen employees who review funding requests from community organizations. “BWXT Y-12’s emphasis on employee involvement in community activities is having a positive impact in the places where we live and work. BWXT Y-12 is now further emphasizing employee involvement by directing its corporate contributions in large part towards those organizations and programs where Y-12 employees actively participate.

“This is a good decision both for our company and for our communities.”

Ray Smith of Infrastructure Reduction, another contributions committee

member, echoed Bradshaw’s comments. “By considering employee involvement in the organizations as a factor when designating contributions, we hope to encourage even further involvement by our employees,” Smith said.

“We at BWXT Y-12 have a unique and broadbased pool of extraordinary talent in our human resources. When our employees are involved in the communities where they live, they bring even more enthusiasm to the job as well as all other aspects of their lives. The rewards of giving oneself to community service are not limited to the service provided. All aspects of the volunteer’s life are changed by just that small act of selflessness.”

Grants are limited to organizations and projects located in communities where Y-12 employees live and work. Each organization is limited to one grant per calendar year. Support for specific programs will be given priority over capital campaigns, and multiyear commitments will be made only as exceptions. Support is not provided to sports activities, teams or events.

In order to be considered for a grant, an organization must be classified by the Internal Revenue Service as a tax-exempt public charity, as defined in Section 501(c)(3) of the Internal Revenue Code. Grants of less than \$1,000 may be requested by submitting a letter to the company’s Public Relations organization, P.O. Box 2009, Oak Ridge, TN 37831-8245. Grants of \$1,000 or more must be requested through completion of an application form, which can be accessed through

Y-12’s external web site at www.y12.doe.gov.

Contributions committee member Robin Textor, Engineering and Technology, noted that some community needs should be met by corporations and private individuals through volunteer and non-profit programs. “In my view, the company’s most important role is to provide jobs doing meaningful, profitable work safely. For a company to be admired and respected, it must do noticeably more than that,” Textor said. “Encouraging volunteer employee involvement and contributing to worthwhile programs are important demonstrations of corporate ‘good citizenship’.”

Carson new corporate contributions coordinator

BWXT Y-12’s corporate contributions program is coordinated by Pat Carson of the Public Relations organization, who can be reached at 241-8356 or via e-mail at pyt@y12.doe.gov. She succeeds Carol Grametbauer, who will be retiring at the end of January.

A former employee of BWX Technologies, Carson joined the company in November 2000. She also serves as the BWXT Y-12 lead for the local implementation of The JASON Project, a multidisciplinary education program, and will be coordinating the employee matching gifts program.

Complete information regarding BWXT Y-12’s corporate contributions program can be found on the external web site at www.y12.doe.gov.

‘Who’ or ‘Whom’? New Web site offers guidance

Y-12 employees now have an online reference for corporate style and correct usage. At the direction of Y-12 senior management, an Information Management Services (IMS) team recently posted the information-related portion of the revised Y-12 style guide online. This guide—Styles and Standards—is located on the internal Web site at [http://www-](http://www-internal1.y12.doe.gov/scripts/ims/styles/imsstyles.cfm)

[internal1.y12.doe.gov/scripts/ims/styles/imsstyles.cfm](http://www-internal1.y12.doe.gov/scripts/ims/styles/imsstyles.cfm).

This portion of the style guide was produced as part of IMS’ mission to guide and assist BWXT Y-12 staff and organizations in developing, communicating, managing, and using information. This new guide is consistent in style and usage and adheres to company and corporate

policies, standards, and practices.

Thus far, the Styles and Standards is a compilation of revised sections of the former Administrative Reference Guide (limited portions) and the Document Preparation Guide and supercedes their use.

The company intends to build on this site to complete the administrative portions of the Styles and Standards.

Bechtel shares a Six Sigma parable

Defining Six Sigma

Six Sigma: A rigorous, statistically based, customer-focused methodology used to solve business problems and improve business results. Six Sigma works by using hard data to break down a business problem into its discrete improvements opportunities. The term *six sigma* refers to a low variance from process performance limits (few defects).

PIP: Process improvement projects. These are the tasks that black belts lead. Assigned by champions, a PIP is a “bite-size” work-process problem. During a PIP, black belts use the MAIC methodology to make improvements. Each black belt leads four to six PIPs per year.

Black belts: Full-time Six Sigma PIP leaders who report to champions. Black belts receive five months of training while working on their first PIP. This training contains five weeks of classroom work in the Six Sigma methodology, interspersed with applied work on several PIPs.

Yellow belts: The process owners or major stakeholders responsible for process performance, maintenance and control. Yellow belts learn through their training to better understand and control the process they manage. They work in partnership with champions and are the primary source of PIPs, as well as implementers of PIPs. Yellow belts team up with black belts throughout MAIC to improve their processes.

PIP team: A group of process owners or major process users working together on a PIP, providing project-specific, process and cross-functional support. PIP teams consist of a black belt, yellow belts and others.

MAIC: Measure, analyze, improve, control—a continuous improvement loop that describes the Six Sigma methodology.

Six Sigma is a term you're going to hear quite a bit in the future at Y-12. To get you a little better acquainted with what Six Sigma is all about, we are sharing the following story from Bechtel National. While you may not believe in Santa Claus, you can see how he would use the principles of Six Sigma to do his job better. Look for future articles about the Six Sigma projects that are going on at Y-12.

You may have heard about the most recent process improvement initiative, Six Sigma, which is taking off like wild fire around America. Corporate giants like Motorola, General Electric, Allied Signal and Bechtel are embracing this new approach to work process improvements with enthusiasm and the results have been staggering.

Not to be outdone by the lower 48 states, Santa Claus has rolled out his own Six Sigma deployment to help satisfy the global demands of his customers. Kids throughout the world expect their gifts to arrive no later than 6 a.m. Christmas morning so that playtime can be maximized with the newly acquired toys. In recent years, Santa has been hard pressed to deliver the ‘goods’ by 6 a.m., December 25. But 2001 was different.

Early in June, Santa Claus assigned his Yellow Belt elves to map their own work processes and measure key cycle times, durations, and rejection rates. With his Champion, Mrs. Claus, Santa developed a high-level flow chart to illustrate all the key functions necessary to satisfy his young customers. With the data collected and summarized in a Pareto chart, Santa determined that the most critical and time

consuming work activity is finding the correct gift stored in his sled for kids like Johnny in Portland and Jane in Seattle. The data indicated that 80 percent of Santa’s work time was spent rummaging around in his sled for the right gift during his delivery run on Christmas Eve. Furthermore, incorrect gift delivery of more than 33 percent has led to many very unhappy customers in years past. Santa quickly assigned his resident Black Belt elf to work on the Process Improvement Project (PIP) that would improve the toy delivery system to ensure timely and accurate delivery.

By September, the Black Belt, working with the Yellow Belt process owner and other subject matter experts, had further reviewed the work process.

Additional data was then collected, and the Black Belt applied statistical hypothesis testing to confirm the suspicion that toy positioning in Santa’s sled did indeed affect Santa’s ability to efficiently deliver the right toy to the children of the world. The PIP team quickly developed an Improve Plan, requiring that a sequential delivery listing be developed prior to packing Santa’s sled. With this list in hand, the elves were then instructed to reverse-pack the sled in the order of delivery.

Furthermore, each gift was labeled with the name and location of the child. The Yellow Belt then implemented the approved Control Plan to periodically check the sled’s packing sequence and confirm that all packages were properly labeled.

Santa declared victory on Christmas Day, when all the children of the world had the correct gifts in time for their early wake-up schedules.

Six Sigma goals at a glance

Each of Six Sigma’s four phases—measure, analyze, improve and control—sets specific goals to be achieved before the next phase begins.

Measure

- Define the problem in practical terms.
- Using measure tools, gather data and map your process, identifying all inputs (Xs) and outputs (Ys).

Analyze

- Define the problem in statistical terms.
- Use analyze tools to determine which Xs have the greatest impact on your Ys.

Improve

- Identify the problem’s potential causes
- Determine and establish the operating conditions required to move the process to a higher sigma level.

Control

- Create improvements to keep the modified process on its new course.

What's news

Emergency blood drive a success; next drive in March

The Y-12 emergency MEDIC blood drive held January 2 resulted in 51 donors. The drive was held specifically to gather O-positive and O-negative blood. A drawing for a prize is held for each drive. The winner of the prize this time is Betty Griffith of Manufacturing. Blood drives are open to employees, retirees and family members. If you would like to donate or volunteer to assist at one of the drives, contact Mary Bates at 574-0896.

EIL provides information about weather, events

In light of recent weather forecasts, remember to consult the Employee Information Line (EIL)—241-1212—for work-related issues. The newly updated system can accommodate 99 callers at a time to disseminate information quickly. The EIL managers are in constant contact with the PSS, so any changes to work schedules are posted immediately.

Also, in order to better communicate with the Y-12 workforce, the Employee Information Line will be used as an information outlet in the event of any future national news issues of overwhelming importance or that directly impact the Y-12 National Security Complex. EIL managers hope that this will be a useful tool for all Y-12 employees.

SAP Travel replacing WebTS

SAP Travel will replace the WebTS beginning January 14. All employees will have the authority to enter their own travel requests and settlements. You will need to have a SAP Production account prior to any entries. You can request an account at http://www-internal.y12.doe.gov/sapinfo/access_blu.htm. Contact the HelpLine at 574-4000 if you experience any problems obtaining an account. For questions regarding use of the SAP Travel system, contact Sharon Eason (574-1394, easonss@y12.doe.gov).

Savings Plan changes and you

You should have received correspondence from the company concerning the changes in the Savings Plan that became effective January 1. If you did not receive any correspondence, contact the OneCall Service Center at 574-1500. If you did receive the notices but want to know more about how the changes affect you, check out the "How Do I Take Advantage of the Savings Plan Changes?" Web page at <http://www.y12.doe.gov/benefits/badmin/makechanges/index.htm>.

New Vanguard Windsor shares

On November 12, Vanguard began offering a new class of shares for 18 funds in their mutual fund line-up. Included in this new list, is the Vanguard Windsor Fund. The new Vanguard Windsor Admiral shares feature fund expense ratios lower than Vanguard's already low-cost Investor Shares.

Vanguard has announced a program designed to allow current Vanguard fund shareholders with large and long-standing accounts to enjoy the cost savings they helped create by allowing a conversion of existing shares to the new Admiral shares.

The Joint Retirement and Savings Plan Committee has announced that the Vanguard Windsor Investor shares currently held in the Savings Plan will be converted to Vanguard Windsor Admiral shares in the month of January. This conversion will allow the current participants in the Vanguard Windsor Investment Fund to save dollars through reduced management fees. There is no need for you to take any action.

The shares in the investment account will be converted automatically and the value of the new shares owned by the investment account will be exactly equal to the value of the old investor shares exchanged.

ORSSAB to hold public meeting on EM budget

The Oak Ridge Site Specific Advisory Board will sponsor a public meeting regarding the DOE-ORO environmental management budget Thursday, January 24, at 5:30 p.m. in the Jacobs Technical Center, 125 Broadway, Oak Ridge.

All Site Specific Advisory Board meetings are open to the public, and interested stakeholders are encouraged to participate in discussions. Times and locations for meetings are available on the Web at <http://www.oakridge.doe.gov/em/ssab/> and through the SSAB's 24-hour information line at 865-576-4750 or the support office at 865-241-3665 or 1-800-382-6938.

Upcoming retirement planning seminars

Upcoming retirement seminars will be held at 6 p.m. Tuesday, January 29, and at 8 a.m. Wednesday, January 30.

Seminars are held at 104 Union Valley Road, Lobby Conference Room.

Topics covered include savings plan, pension plan, group life insurance, medical plan and dental plan.

If you are thinking about retiring soon and interested in

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Stencils

continued from page 2

prior to marking each part.

They found the information but not in the correct formats. After several weeks of work, they were successful in pulling the necessary data and placing it in a table with the correct formats.

The system has several checks-and-balances features built in that previously did not exist. Because the stencils are cut through Workstream (Shop Floor Production Control), it confirms the part serial

number is a valid "in production" part.

Most parts receive a Date Code clocking that is part of the certification process. The system clocks the Date Code and prints the stencil at the same time, guaranteeing the two codes match.

The Quality Organization performs an audit on paperwork, clockings, markings, etc. If all don't match, an Audit Discrepancy is issued. All dimensional inspection rejects, QADR's, and Audit Discrepan-

cies affect the overall quality of production and result in potential rework and evaluation costs.

The new engraving machine, as well as the stencil had to be approved by the Development Organization, Quality Assurance Organization and Program Management Organization because of their use with weapons production. In light of the results of the new system versus the old one, approvals didn't take long!

Safety Spotlight

Back injury statistics

- Back injury is the most prevalent and costly work-related musculoskeletal disorder in the U.S.
- In the U.S. in 1998 (most recent stats), more than 440,000 people missed work for one or more days because of a back injury.
- Back injury accounts for one-fourth of all nonfatal injuries/illnesses that caused people to miss work that year.
- People with back injuries missed an average of six work days that year. However, almost 20 percent of people with back injuries missed 31 work days or more.

Source: U.S. Bureau of Labor Statistics

Work can sometimes be a pain in the neck, but it shouldn't have to be a pain in the back. At least that was the theory of Steve McFarland, supervisor of the computer maintenance crew. His employees routinely were lifting heavy computers and printers up and down staircases and were paying a physical price. That's when McFarland called Susie Foust of Industrial Safety to see if she could help.

"I had a general idea of what we needed, but I didn't know of any specific products," said McFarland. "I just knew that all this heavy lifting was going to lead to injuries and that there had to be a better way."

As Foust checked into the matter she found out about a product called the Escalera Stair Climber. The product already was in use by Y-12 refrigeration mechanics. Foust arranged for McFarland and

Derick Ollis of Computer Maintenance to meet with Harold Treadway and Harold Wilson of the A/C Refrigeration group for a demonstration.

The product was exactly what they were looking for. It is a motorized hand truck (also called a dolly) that has a built in stair-climbing mechanism. The Stair Climbers come in different payloads ranging from 700 pounds through 1200 pounds. Computer maintenance uses a 700-pound model with a wide attachment for loading larger printers and monitors. The machine can climb stairs at the rate of four seconds per stair, roughly one minute per flight. The total cost of the unit was approximately \$1,500.

"This really takes the strain off your back when you are lifting heavy loads," said Ollis. "With all the moves lately, this has helped us a lot. Projects that used to take two or three guys now just take one man and the Stair Climber. It does the lifting, saving your back."

Such devices can save work hours and help prevent injury. For more information on this product, check out the Escalera web site at <http://escalera.com>. This product can be purchased through Y-12 Procurement.



The Escalera Stair Climber has a battery-powered mechanism that helps it "walk" up steps.



When they needed help, you were there

As promised by the editor in the last issue, here are some photos from the Morgan County and Clairborne County Angel Tree events.

Y-12 employee contributions provided gifts for some 30 kids from the participating counties—Anderson, Claiborne, Knox, Loudon, Morgan, Roane and Union. More than 240 children were included in the Bechtel Jacobs Company Angel Tree, and with each child receiving three gifts, which usually includes some type of clothing, that adds up to more than 720 gifts that had to be bought and delivered to the seven counties.

Angel Tree coordinator Robin Swindell, pictured above at right, thanked Y-12 employees for their generosity and caring during what has turned out to be a time when many causes have experienced great need.

"It was tight this year because people had already given to different charities and because we took on more children than we've ever had before," Swindell said. "But all of them were taken care of, thanks to great people like the ones at Y-12."



What are you doing to celebrate MLK Day? Events everyone can enjoy

Remember! Celebrate! Act! A Day on, Not a Day Off! is the theme for the Fourteenth Annual Martin Luther King Jr. Community Celebration.

There are many events that will take place Monday, January 21, and many others on the days leading up to Martin Luther King Jr. Day. You can find a complete listing of events on the Web at http://www.ornl.gov/HR_ORNL/mlk2002/mlk2002.htm. Unless otherwise noted, there is no charge to attend these events.

Here are two events of interest:

- Monday, January 21, 8 a.m., YWCA of Oak Ridge, 1660 Oak Ridge Turnpike. Annual

Fellowship Breakfast and Program. Guest speaker will be Rev. Leland L. Jones, Marietta, Georgia. Organized by the Atomic City Sportsmen's Club. Co-sponsored by BWXT-Y12 and the YWCA of Oak Ridge. Contact: David Mosby, 482-4193.

- Monday, January 21, 9:45 a.m., Pollard Auditorium, 100 Badger Rd. The Community Speaks with guest speaker Barbara Hutton, president, Knoxville College. The event also includes Roane State Community Choir, SECME and other participants. Organized by Alpha Kappa Alpha Sorority. Contact: Ella DuBose, 481-0913.

IR makes reduction resolutions

Many people have resolved to get leaner this New Year, and that is just what the Infrastructure Reduction (IR) organization has in mind for Y-12. The group got off to a successful start in 2001 with the demolition or removal of four buildings and 32 trailers. They've set a much more ambitious goal for this year, hoping to demolish 27 buildings at Y-12 by the end of the fiscal year. Buildings slated for demolition include the "Hamburger Stand" (9949-1) and the East End Laundry (9728). They also will remove a West End guard tower, the first step in readying Y-12 for the new HEUMF facility.

IR's immediate activities include continued

reduction work on building 81-22, which is undergoing decontamination and will be demolished by the end of January, and the removal of the "26" cooling tower (9409-26). In addition to building removal, IR also is working on some large reuse projects, the most notable being the Alpha 3 complex. Renovation of Alpha 3 continues with organizations moving in as areas of the building are completed. Finance and Payroll will be moving into the building in late January or early February.

So what will IR do next year if they meet all of their goals for this year? IR Director Cathy Hickey smiles and ponders. . . ever hear of Alpha 5?

Service Anniversaries

48 years

Clarence F. Needham Jr., Manufacturing

40 years

James W. Roddy, Center for International Threat Reduction

35 years

James W. Cox, Financial Mgmt.; Charles H. Whitaker, Facilities, Infrastructure and Services; Robin E. Textor and Douglas W. Sparks, Engineering and Technology

30 years

Errol G. Scogin, Planning and Integration

25 years

Pamela A. Eberhardt, Luther V. Gibson Jr. and Gloria J. Dowdell, Quality Assurance; Ronald S. Willard, Philip K. Stone, Mike E. BELL, Marion K. Sidwell, Lonnie Ellison Jr., James W. Marine, Charmaine A. Henderson and Bobby A. Marine, Manufacturing; Sharon J. Gree and Donna G. Hope, Financial Mgmt.; William N. Shipley Jr., Terry M. Byrd, Paul D. Goddard, Joseph Moore, John W. Storey, John W. Lay, Douglas C. Horning, Charles E. Crowe, Bobby R. Long and Bea M. Hatmaker, Facilities, Infrastructure and Services; Gary R. McConkey, Environment, Safety and Health; Ronald F. Simandl, Philip E. Moor and Keith A. Kitzke, Engineering and Technology; Hilda J. Boles and Betty K. Robinette, Business Systems

20 years

Danny R. Hixson, Facilities, Infrastructure and Services; Nolan E. Moore, Mark A. Miller, Kenneth E. Anderson and Edwin R. Kelly, Engineering and Technology; Russell W. Schmidt, Center for International Threat Reduction

The King Holiday: A Chronology

April 8, 1968 – Four days after King is assassinated, Congressman John Conyers introduces first legislation providing for a Martin Luther King Jr. Federal holiday.

June 26, 1968 – The Martin Luther King Jr. Memorial Center is founded in Atlanta. Shortly after, King Center Founder Coretta Scott King, directs the small staff to being planning for the first annual observance of King's birthday.

January 15, 1969 – The King Center sponsors the first annual observance of King's birthday with an ecumenical service and other events and calls for nation-wide commemorations of King's birthday. This observance becomes the model for subsequent annual commemorations of King's birthday nation-wide, setting the tone of celebration of Dr. King's life, education in his teachings and nonviolent action to carry forward his unfinished work.

1973 – First state King Holiday bill (sponsored by then Assemblyman Harold Washington) signed into law in Illinois.

1974 – Massachusetts, Connecticut enact statewide King Holidays.

1979 – Coretta Scott King testifies before the Senate Judiciary Committee hearings and Joint Hearings of Congress in support of King Holiday bill. These would be the first of many testimonies by Mrs. King.

August, 1983 – The House of Representatives passes King Holiday Bill, providing for the King Holiday to be observed on the third Monday in January. The bill, which is sponsored by Reps. Katie Hall and Jack Kemp, passes by a vote of 338 to 90.

October 19, 1983 - Holiday Bill sponsored by Senator Ted Kennedy passes U.S. Senate by a vote of 78-22.

November 3, 1983 - President Reagan signs bill establishing the third Monday of every January as the Martin Luther King Jr. National Holiday beginning in 1986.

What's news

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attending a seminar, call the OneCall Service Center at 574-1500 or sign up through the Benefits Delivery Web page. Spouses are welcome and encouraged to attend with you.

Need help with taxes? Know someone who does?

VITA—the Internal Revenue Service Volunteer Income Tax Assistance program—begins Monday, January 28, at the Oak Ridge Mall and will be open through April 15.

IRS-trained volunteers will be available to provide free tax assistance from 3 to 8 p.m. every Monday through Friday and on Saturdays from 10 a.m. to 12:30 p.m. No appointment is necessary. Free e-filing is available.

Those seeking the help in preparing their income tax returns should bring their tax package, W-2 forms, 1099 statements and other tax records, including last year's return.

Retirees John Murray and Mike Lundin are the Oak Ridge coordinators of this free public service program

Area recycling centers still taking trees

If your Christmas tree is still sitting in your living room, or if it's taking up space in your yard, you can rid yourself of it by taking it to an area recycling center.

In Oak Ridge, a temporary drop-off center will be set up at Big Turtle Park on the Oak Ridge Turnpike January 19 from 8 a.m. to 3 p.m. Those dropping off trees will receive a free seedling or a pack of seeds.

In Roane County, you can drop trees off at the Roane County Recycling Center, 219 White Pine Ave., Harriman. Hours are 9 a.m. to 5 p.m., Monday through Friday, and 9 a.m. to 1 p.m. Saturdays.

In Knox County, trees can be dropped off at the Knox County Greenwaste Recycling Facility on Joe Daniel Road, two blocks east of Pellissippi Parkway on Oak Ridge Highway in the Solway community or the Knox County Solid Waste and Recycling Convenience Center on Water Plant Road, just off Asbury Road, in the Forks of the River Industrial Park.



YES donates tree to Keystone Elder Day Center; Moore surprises mother

The Y-12 Employee Society (YES) donated one of the trees from their Holiday Celebration this year to Keystone Elder Day Center. All trees used at the celebration are donated to local non-profit organizations.

One of the people delivering the tree was Joe Moore of Maintenance, pictured above kneeling at left. He was able to surprise his mother, Pearl Ella Moore, a participant at Keystone (seen above, sitting in the middle), and the other center attendees. "My mom told me this was a surprise for her and a mighty kind thing for our company to do," said Moore. While he said he was glad he packed his Toastmaster skills for the tree's presentation, Moore also said that representing the company was an honor and a moment "to be with 'Moms' and to be at work, too," that he will cherish.

The rest of the delivery team, from left to right, includes Hank Eldridge, Joe Kirk, Steve Nelson and Nathan Cole. Moore said they enjoyed the experience so much that "they want to know when the next job like this will take place."

BWX TYmes

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Oak Ridge, TN 37831-8245

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Permit #36
Powell, TN

Volume 2, No. 6
January 10, 2002

Published by BWXT Y-12 Public Relations
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